

**AMENDMENT No. 1**  
to the EMPLOYMENT AGREEMENT for the  
OPERATIONS MANAGER

**THIS AMENDMENT No. 1** formally amends that certain Employment Agreement made and entered into the 29<sup>th</sup> of November 2012, by and between the Board of Pacific County Commissioners ("BOARD"), through its Director of Public Works/County Engineer ("DIRECTOR") on behalf of Pacific County ("COUNTY"), a Washington political subdivision and municipal corporation, and Tom Gradt ("OPERATIONS MANAGER") [REDACTED] by revising Section III., COMPENSATION, and Section VI., TERM/TERMINATION as follows:

**III. COMPENSATION**

For services rendered pursuant to this amended agreement, the COUNTY will provide the OPERATIONS MANAGER with a monthly salary beginning January 1, 2016, of Six Thousand Four Hundred and Ninety One Dollars (\$6,491).

Beginning January 1, 2017, the OPERATIONS MANAGER'S monthly salary will be Six Thousand Five Hundred and Fifty Six Dollars (\$6,556).

Beginning January 1, 2018, the OPERATIONS MANAGER'S monthly salary will be Six Thousand Six Hundred and Twenty Two Dollars (\$6,622).

The OPERATIONS MANAGER'S salary will be paid to him at the same time, and in the same manner, in which the COUNTY's non-represented employees receive their compensation, except that in all cases payment of his salary shall be made to the OPERATIONS MANAGER via direct electronic deposit.

**VI. TERM/TERMINATION**

This amended AGREEMENT shall be deemed to become effective the 1<sup>st</sup> day of January 2016, and supersedes the applicable sections of the OPERATIONS MANAGER'S AGREEMENT signed by the BOARD on the 29<sup>th</sup> day of November, 2012. This amended AGREEMENT will continue in full force and effect through the 31<sup>st</sup> day of December 2018. In the event either party to the AGREEMENT desires to terminate or modify provisions of the AGREEMENT, written notice of such intention will be personally served upon or sent by certified mail or e-mail, return receipt requested, to the other party a minimum of six (6) months prior to the expiration date or this AGREEMENT will be extended one (1) additional year. This AGREEMENT will continue thereafter on an annual basis until the proper written notice to terminate or modify is provided.

Nothing contained herein shall prevent the parties from amending this AGREEMENT by mutual written consent. This provision will not prevent, limit or otherwise interfere with the BOARD's right to terminate the OPERATIONS MANAGER'S services or the OPERATIONS MANAGER'S right to resign from employment with the COUNTY.

ALL OTHER PROVISIONS of the EMPLOYMENT AGREEMENT remain in full force and effect as per the AGREEMENT dated November 29<sup>th</sup>, 2012.

IN WITNESS WHEREOF, the parties hereto have set their hands and the day so noted.

Department of Public Works  
Operations Manager

Tom Gradt 11/5/15  
Tom Gradt Date  
SSN: On file

BOARD OF COUNTY COMMISSIONERS  
PACIFIC COUNTY, WASHINGTON

Steve Rogers  
Steve Rogers, Chair

Lisa Ayers  
Lisa Ayers, Commissioner

Frank Wolfe  
Frank Wolfe, Commissioner

DIRECTOR

Mike Collins 11-04-15  
Mike Collins Date

ATTEST:

Maria Guernsey  
Clerk of the Board Date  
11/24/2015